

Health, Security, Safety and Environment (HSSE) Policy

Outstanding business performance requires outstanding HSSE performance. This means we will protect:

- the health, security and safety of our people and of those affected by our business,
- the environment in which we operate,
- our physical assets and our reputation.

Hibiscus Petroleum's HSSE Policy cascades from our Business Principles, thus:

- we believe all injuries are preventable
- we provide healthy, safe and secure work environments
- we make a positive contribution to the protection of the environment
- we reduce any adverse effects of our operations on the environment to the minimum practicable
- we strive for continual improvement of our processes to be an industry leader in HSSE performance

We recognise that HSSE is everyone's responsibility and that we each have a duty to intervene to prevent unsafe actions and to reinforce good behaviours. Our goal is zero injuries. The safe delivery of projects and operation of facilities is a critical success factor – it is not just the end result that matters, we care about how we get there and that everyone goes home safe with no harm to people, the environment or assets.

We will:

- ensure our Leadership Team demonstrates visible commitment to the implementation of this policy
- implement a systematic, best practice approach to HSSE risk management. HSSE risks will be assessed, where possible eliminated, or reduced to As Low As Reasonably Practicable (ALARP)
- relentlessly pursue HSSE improvements by setting expectations and objectives and reviewing, monitoring and auditing performance
- ensure compliance with HSSE legislation in all jurisdictions where we operate
- provide direction, education, training and supervision to ensure that all employees understand the required behaviours and the consequences of non-compliance
- ensure that our Contractors understand their HSSE responsibilities and required behaviours, share our aspirations and are aware of the consequences of non-compliance
- take account of stakeholder HSSE concerns by involving and consulting with employees, communities, government authorities, customers and shareholders